

27 SEP 1971

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Office of Personnel Report - Week Ending 24 September 1971

1. Allowances and Differentials: As requested by Executive Order 10,000, the Civil Service Commission has reviewed the cost-of-living allowances and post differentials which are paid to statutory-salaried employees in non-foreign areas under 5 U.S.C. 5941.

As a result of the current review, the Commission has determined that no change will be made in the present allowance rates for Alaska, Hawaii, Puerto Rico, and the Virgin Islands. These rates are as follows:

<u>Location</u>	<u>Allowance Rate</u>
Alaska	25 percent of base pay
Hawaii	15 percent of base pay
Puerto Rico	5 percent of base pay
Virgin Islands	5 percent of base pay

Surveys of living costs are conducted to compare living costs of white-collar workers in the areas concerned with living costs of comparable workers in Washington, D. C., as required by law. Surveys were conducted last fall in Honolulu, San Juan, the Virgin Islands and the three Alaskan cities of Anchorage, Fairbanks, and Juneau. The statute authorizing cost-of-living allowances for these areas limits the allowance to a maximum of 25 percent of base pay.

For the current surveys, the price data were collected from stores and other outlets in each area by the Bureau of Labor Statistics, U. S. Department

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of Labor. Housing-cost data were obtained by means of questionnaires from employees in each allowance area and from a large sample of employees in Washington, D. C. The data from all areas were analyzed for the Commission by the Department of State.

25X1A 2. Visit to Senior Intelligence Seminar: At the request of the Office
of Training, [REDACTED] Chief, Retirement Affairs Division, went to
25X1A [REDACTED] on 22 September as a "consultant" on retirement affairs to the
Senior Intelligence Seminar. On 22 September the class (20 officers)
participated in a management-decision exercise using a Retirement Board case
study. The class is an animated group and was quite lively in the discussion
period following their exercise. They evidenced particular interest in the
problems faced by mandatory retirees who must locate on-going employment. It
appeared to be the consensus of the group that while personal hardships were
apparent in many mandatory retirements, enforcement of the policy was essential
if the Agency was to continue to meet our requirements in an efficient and
effective manner and retain the services of younger officers. The group
expressed their concern that ineffective personnel were not "purged" on a
continuing basis but allowed to accumulate until drastic mass action was required.

25X1A 3. Recruitment Trip: [REDACTED] Chief, Recruitment Division,
25X1A returned last week from the Mid West College Placement Conference at St. Louis
25X1A followed by visits to [REDACTED]
[REDACTED]

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4. Reserve Affairs: Captain James E. Lacy, USN, Office of the Director of Reserve and Manpower Personnel and Training, Office of the Secretary of Defense, will address the members of the Agency military reserve tonight, 27 September 1971. He will speak on the subject "Military Reserves" and the meeting will be held in the auditorium at 1800 hours.

25X1A

/s/Harry B. Fisher

Harry B. Fisher
Director of Personnel

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